STATUS REPORT TO THE INDEPENDENT MONITOR SUBMITTED BY THE PARTIES TO THE COLLABORATIVE AGREEMENT

The Parties to the Collaborative Agreement, the Plaintiff Class, represented by the American Civil Liberties Union (ACLU) of Ohio; the City of Cincinnati (CPD) and the Fraternal Order of Police (FOP) (collectively referred to as "the Parties" or "the Collaborative Partners") submit this status report to the Independent Monitor, pursuant to Collaborative Agreement, paragraph 105.

September 5, 2005
Reporting Period: May 6 – August 5

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INTRODUCTION

This Report is intended to advise the Independent Monitor as to the progress that the Parties have made during the reporting period of May 6, 2005 through August 5, 2005. The Independent Monitor oversees implementation of both the Memorandum of Agreement (MOA) between the City and the United States Department of Justice, and the Collaborative Agreement (CA) between the City, the ACLU, and the FOP. The MOA is appended to the CA and is enforceable solely through the mechanism of paragraph 113 of the Collaborative Agreement

The purpose of the Collaborative Agreement is to resolve conflict, to improve community-police relations, to reduce crime and disorder, to fully resolve the pending claims of all individuals and organizations named in the underlying litigation, to implement the consensus goals identified by the community through the collaborative process, and to foster an atmosphere throughout the community of mutual respect and trust among community members, including the police. The Parties recognize that there has been friction between some members of both the community and the CPD. The ultimate goal of the Agreement is to reduce that friction and foster a safer community where mutual trust and respect are enhanced among citizens and police.

Implementation will not only reform police practice, but will enhance trust, communication, and cooperation between police and the community. The City of Cincinnati continues to be enthusiastic and committed to this endeavor.

This report provides updates based on the following established committees to fully address each area stipulated in the Agreement:

- Community Problem-Oriented Policing Committee
- Mutual Accountability
- Department of Justice Memorandum of Agreement
- Fair, Equitable, and Courteous Treatment
- Citizen Complaint Authority Committee

I.   PROBLEM SOLVING INITIATIVES

A.   CINCINNATI POLICE DEPARTMENT

CA paragraph 27 cites, "The Parties, and especially the CPD, understands that fully engaging the community is a fundamental key to effective law enforcement. The CPD will continue to implement policies and procedures that are guided by the principles of community problem-oriented policing. In accordance with these principles, the CPD continues to work in partnership with the community to solve problems that impact the community. As part of that process the Department has expanded its successful Citizens on Patrol Program …"

Citizens on Patrol Program

The Cincinnati Citizens on Patrol Program (COPP) was proposed by several City Council members in 1997. The responsibility for developing the program was assigned to the Community Oriented Policing Coordinator. The responsibility for administering and coordinating the neighborhood-based program was assigned to the District Commanders.

As of August 2005, there are 898 trained members, of whom approximately 500 are active in the program. Currently, there are 26 neighborhood units patrolling throughout the 52 neighborhoods of the City of Cincinnati.

COPP Statistics:
In late May, Oakley's first patrol identified 11 neighborhood areas and deployed a total of 42 members. That particular night was a huge success with over 115 quality of life issues identified and numerous citations issued to disorderly bar patrons by officers assigned to accompany the citizen patrols. Another neighborhood, Mt. Adams is currently in the process of joining the program with 22 residents registered to attend training in September.

The Lunken Airport COPP working in conjunction with CPD solicited 400 aircraft owners to join. The unit has 18 new members attending training in September. The goal is to have a patrol every day of the week to support the airport's homeland security efforts.

The CPD has begun fielding additional retired police vehicles to support the COPP. Currently, there are eight retired city vehicles used to transport volunteers to hot spots. In addition, sixty-three new 800 MHz radios have been purchased and are being used by the COPP units. These radios allow members to speak directly with the dispatcher and officers in the neighborhoods that they are patrolling.

<u>Volunteer Surveillance Team</u>
The CPD Volunteer Surveillance Team began routine surveillance projects in the Downtown Business District. These surveillances have been in areas where there have been a high number of thefts from autos and burglaries occurring. The team has also been active in the Government and Fountain Square areas looking for disorderly youths whose conduct impedes and disrupts others.

Video Surveillance:
Joining in partnership with College Hill, Over-the-Rhine, Walnut Hills, and East Walnut Hills, the CPD installed 40 cameras in crime hotspot areas. The residents requested the cameras and their placement was a response strictly based on neighborhood input and analysis of criminal activity in their neighborhoods.

The department has trained twenty residents from the four neighborhoods to monitor the cameras and report criminal activity directly to officers in the field. There are 43 residents scheduled to attend training in September, after which they will have full access to the cameras.

The CPD, through *Keep Cincinnati Beautiful,* is working with an additional 17 neighborhoods to install the internet based cameras throughout their hotspot areas. As part of the Safe and Clean Program, applicants are required to utilize the SARA process to document problem definition, analysis and explain how the camera response will alleviate the problem.

The CPD also fields volunteers in the following capacities:

1. Desk Officer Assistant
2. Support Drivers

As 2005 progresses, we anticipate completing training of additional members from Evanston and Lower Price Hill. There currently are several residents trained in these neighborhoods. During the remainder of 2005, we anticipate even greater levels of participation.

B. COMMUNITY POLICE PARTNERING CENTER

Neighborhood highlights during this reporting period include:

- **Madisonville:** The Madisonville CPOP Team, as part of their response to recurring problems at the strip mall at 5800 Madison Rd., hosted a "Unity in the Community" event held on May 21. This was a positive community event held in District 2 at the corner of Madison and Whetsel. The activity was designed to send a strong anti-drug message. The same "Do Not Buy or Sell Drugs Here" sign that was previously used by Tender Mercies in OTR was hung at this corner, and CHRC Youth Street Worker Aaron Pullins emceed the event. Part of this event, which included participation from the Police and Fire Departments, elected officials and neighborhood youth, was broadcast live on the WBLZ radio station as part of the weekly "BUZZ on CPOP" show.

- **CUF (Clifton, University Heights, Fairview)** – While an active CPOP Team does not yet exist, CPPC staff members have begun working with the University of Cincinnati Safety Director, UC Police, CPD Officer Tammy Hussels, and representatives of UC Student Government to work on crime and safety issues around UC's campus. The area includes Hughes High School and the surrounding neighborhood. This effort already involves students and a student-led problem solving training aimed at involving more UC students in the ongoing work of campus safety is being scheduled for October. The training will be coordinated through the Student Government Office. One of the Public Allies interns will also be involved in this ongoing effort. Additionally, Partnering Center Executive Director Richard Biehl is involved in an initiative in CUF to identify community resources to engage youth in preventing victimization and offending behaviors.

- **Kennedy Heights** - After citizen observations identified a problem of drug dealers sitting on the Kennedy Bridge, located on Kennedy between Woodford and Northdale, the team decided to tackle this problem by increasing natural surveillance and applying a unique Crime Prevention Through Environmental Design (CPTED) strategy.

  This CPTED strategy involved using halves of plastic Easter eggs as molds and then pouring concrete into them. This created concrete "bumps" in the shape of an oval on one side and flat on the other, which were then glued to the bridge to deter drug dealers from sitting there waiting to make a sale.

On June 6th, the team organized over 40 people to come out and glue these concrete bumps onto the bridge. They also grilled out, wrote positive anti-drug messages with chalk on the bridge, and passed out information about

their efforts to motorists driving by. They are now planning to host "bump parties" throughout the summer in order to keep adding bumps to the bridge, and to organize a legitimate community presence at this once hot spot for drug activity.

District Two Police and the Kennedy Heights Citizens on Patrol have also implemented "directed patrols" of this target area since this problem was identified, which has improved the relationship between neighborhood residents and the police.

II.   COMMUNITY PROBLEM-ORIENTED POLICING

Item 29(a). The City, in consultation with the other Parties, shall develop and implement a plan to coordinate City departments with the CPOP focus of the CPD.

Monitor's Previous Assessment

The Citizen's Guide to Community Action: Addressing Nuisance Complaints and Neighborhood Blight -- developed by the City with leadership contributions from the CPD, the Partnering Center, and Keep Cincinnati Beautiful -- is a fine example of the value of coordinated information dissemination about specific types of common community problems that cross city agency boundaries.

As the City revises its new approach to service delivery, we ask the Parties to keep in mind that a City service request tracking system cannot by itself replace a CPOP tracking system. We see these as two separate systems although they could be linked. The CPOP tracking system must contain greater detail about a CPOP case so that others in the organization, the Partnering Center, and the community can see how a specific crime/safety problem was identified, the dimensions of the problem, the analysis undertaken and what was learned from it, solutions drawn from the analysis, whether solutions were implemented, and to what extent the interventions reduced the problem.

As we stated in our last Report, the Monitor's assessment of compliance requires documentation of the City's implementation of its coordination plan. This can include the number of agencies involved, the range of City services provided, the number of projects with interagency cooperation (including the work of the Neighborhood Code Enforcement Response Teams), and whether the intervention assisted in reducing the problem.

Based on a review of the CA Status Report and our site visits, the Monitor finds that the City is in partial compliance.

Status Update

The Monitor expressed concern that the city service request tracking system will replace the CPOP tracking system. This is not the intention, the city service tracking system entitled Customer Service Response (CSR) or 591-6000 is a totally separate system from the CPOP Database Tracking System. CSR is designed to allow call-takers, citizens, department directors or department managers to input data and track the city's response to citizens' requests for service. CSR will be linked to CPOP to expand access for data entry to other city departments. In addition, the linkage to the CPOP database

will provide users the ability to view CSR service requests issued and actions taken in the CPOP windows interface. The CSR system, once on-line, and its linkage to the CPOP Database Tracking System will be beneficial in the coordination of implementing CPOP citywide.

The new CPOP desktop, to be discussed in further detail under compliance standard 29 (m), is a Windows application designed by members of the Cincinnati Area Geographic Information System (CAGIS) for CPD to allow users to query the City's automated code enforcement workflows by location. This system creates a realistic partnership between the CPD, City Departments and agencies, and the Community Police Partnering Center to work collaboratively with citizens to reduce crime and disorder problems.

As previously reported, Neighborhood Code Enforcement Response Teams (NCERT) have been created and implemented to provide citizens primary access to city departmental resources in support of CPOP and problem solving. Currently, each NCERT is made up of one member from each of the following departments for every police district (i.e. NCERT1, NCERT2, etc.):

- The Buildings and Inspections Department
- The Fire Department
- The Health Department
- The Law Department
- The Police Department

The list of the departmental liaisons found through a link at the CPOP website has been updated. In addition, with the retirement of Toni Selvey-Maddox, City Manager Valerie Lemmie has requested S. Gregory Baker, Manager of Police Relations, to assume the responsibility of coordinating the citywide implementation of CPOP.

A training session was held at the CPD Police Academy on July 20, 2005 with a focus on CPOP, including a preview of the new case management web site. The City's plan for integrated service delivery was shared with the CPD's neighborhood units and the CPPC staff.

See Appendix Item #1 to view the PowerPoint presentation from that session.

Item 29(b), the Parties shall develop and implement a system for regularly researching and making available to the public a comprehensive library of best practices in community problem-oriented policing.

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Monitor's Previous Assessment

The collection of on-line publications on the CPOP website now stands as one of the most comprehensive collections on a police website. The Parties have been in compliance with this section for four consecutive quarters. We believe that compliance for 29(c) and 29(d) will require training within the CPD of some of these best practices and their application on community crime/safety problems, as well as their use in crime reduction efforts. Towards that end, we recommend that the best practices library also be on the CPD's website, to broaden dissemination to all officers.

With the work of the Parties and the Partnering Center in developing the virtual best practices library and making these publications available in hard copy through the Hamilton County Library, the Monitor finds the Parties to be in compliance with CA ¶29(b).

Status Update

The following publications have been posted to the CPOP website this quarter:

1) Crime and Places – Plenary Papers of the 1997 Criminal Justice Research & Evaluation Conference
2) Crime Prevention Through Environmental Design and Premises Liability
3) Gang Suppression & Intervention – Community Models
4) Juvenile Crime as a Community Health Issue
5) Neighborhood Crime Grime Fear and Decline
6) Reducing Youth Gun Violence
7) Responding to Gangs
8) The Business Community and Crime
9) Youth and Gang Violence Prevention
10) Youth Gang Drug Trafficking
11) Youth Gang Drug Trafficking & Homicide Policy & Program Implications

These publications were also forwarded to the Hamilton County Public Library staff to serve as a possible resource to community residents who are interested in participating in neighborhood CPOP efforts. The Hamilton County Library's website (http://www.cincinnatilibrary.org/cpop/) contains POP Guides and other crime prevention resources provided by the Community Police Partnering Center. The library has also acquired physical resource materials (POP Guides) to assist community residents in CPOP efforts. The Hamilton County Library has provided space for conducting CPOP training with the next training scheduled for August 23rd at the Walnut Hills branch library. During this reporting period, Partnering Center Outreach

Workers have directed citizens to these best practice resources, so that they will know what is available, and how they can access these materials to assist them in their problem solving efforts.

We believe that these additions to the collection of on-line publications will further enhance the CPOP website as "one of the most comprehensive collections on a police website." [1]

The CPD considered the Monitor's recommendation to post the library of "best practices" on the CPD website as well. All CPD officers have access to the CPOP website and therefore have access to the library for problem solving research. The CPD website *is* linked to the CPOP website under the heading "Community Problem Oriented Policing."

Item 29(c). The City, in consultation with the Parties, shall develop a process to document and disseminate problem-solving learning experiences throughout the Police Department and the public.

 Monitor's Previous Assessment

With respect to documenting and disseminating problem solving experiences in the field throughout the CPD, we believe more work is needed to achieve compliance. The CPOP tracking system is currently under design review. The Department may also want to consider additional ways of crafting and disseminating descriptions of problem solving experiences to CPD members. Accurate documentation of problem solving efforts at the district/unit level is important to support the dissemination of relevant and useful information throughout the CPD. The Monitor will review problem solving documentation in different Districts next quarter and report on these in our next Report.

As for public accessibility of problem-solving efforts, the CPD's problem-solving descriptions are available to the public via internet. The CPD is in compliance with the public dissemination requirement of this subsection, but the CPD has agreed to change the form and the format for these descriptions so that the POP cases can more easily be interpreted by readers.

Concerning the emphasis on problem solving throughout the CPD, we noted last quarter there had not been sufficient emphasis. We believe the CPOP coordinator's presentation in the FTO curriculum is an important step. We hope to see the inclusion of CPOP in many more of the training sessions CPD presents, as required by the CA.

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[1] Independent Monitor's Quarterly Report, July 1, 2005.

Currently, of the four subparts to this subparagraph, the Parties are in compliance with the public dissemination requirement. Progress on the other elements of this CA section is required, and the Parties are in partial compliance with this section of the CA.

In the next quarter, the Monitor will review any curriculum and lesson plans used to train employees in problem solving. We also recommend that those CPD employees engaging in crime analysis be trained in problem analysis, problem solving, and situational crime prevention. Other developments that will assist the CPD in implementing this CA provision would be providing employees with examples of problem write-ups that assist them in their own documentation of problems; training that is specific to sergeants, lieutenants and captains, and covers their changing role in supervising, coaching, managing, and leading problem solving; and updating training curricula with recent examples and experiences from the field and best practices information.

Status Update

In reference to the Monitor's recommendation, "to consider additional ways of crafting and disseminating descriptions of problem solving experiences to CPD members", during July 2005, P.O. Katie Werner, of the Police Relations Unit began working with Police Academy staff to utilize the Roll Call Training Scenario bulletins as a means to disseminate examples of problem-solving. Michael Scott, Director of The Center for Problem-Oriented Policing, was consulted in the development of the format and content of the problem solving roll call training bulletin.

Bulletins are read at all roll calls throughout the CPD. Arrangements have been made by the training staff to set aside one day a month for problem solving roll call training. Supervisors are required to discuss scenarios with officers to not only disseminate useful information but to provide officers the opportunity to consider alternative responses to real-life situations. The bulletins will include examples of problem solving activities in Cincinnati neighborhoods as well as other successful examples from outside agencies. The training scenarios not only fall under this component of paragraph 29, but also fulfill the requirement under 29(d).

See Appendix Item # 2 to view the first Roll Call Training Scenario Bulletin.

In reference to the Monitor's comment, "to see the inclusion of CPOP in many more of the training sessions CPD presents, as required by the CA.", Lt. Larry Powell, Community Oriented Policing Coordinator, in conjunction with CPPC staff member George Roberts and Al Jones of the Tri-State Regional Community Policing Institute (RCPI), conducted Community Problem Oriented Policing training on May 24, 2005 and June 5, 2005 to new

supervisors (sergeants) and Field Training Officers (FTOs). The training objectives included:

- To review the Collaborative Agreement (CA) and the Memorandum of Agreement (MOA)
- To educate personnel in the Department's collaboration with the Community Police Partnering Center (CPPC)
- To review the SARA model and how it is incorporated by the Department in problem solving efforts
- To train personnel in access and utilization of the CPOP website
- To demonstrate practical examples of CPOP projects
- To educate new supervisors and FTOs in their proactive policing role

See Appendix Item # 3 to view the lesson plan, PowerPoint, and Supervisor's Problem Solving packet from that training.

On July 20, 2005 the CPD partnered with the CPPC for a combined training session with neighborhood supervisors, officers, and outreach workers. The need for this training was identified at a CPOP Committee Meeting, which includes representatives from all of the Parties. CPPC SENIOR staffers Doreen Cudnik and Amy Krings, and the CPD COP Coordinator, Lieutenant Larry Powell, developed the agenda. Topics included:

- A CPOP administrative perspective and experience
- City-wide integration
- The roles of the CPPC, the CPD, and stakeholders – presented by Lt. Powell and Anika Simpson, CPPC
- Crime analysis and data collection – presented by Ltc. Janke and Richard Biehl, CPPC Executive Director
- The work flow process – presented by PO Engleman & Amy Krings, CPPC
- CPOP website update and improvements – presented by CAGIS
- City Watcher
- Project COPSMART

The handout from the joint training session and a copy of the presentation developed by the CPPC is in Appendix Item # 4.

Photographs of the CPOP Initiative in Kennedy Heights that was used to illustrate the Work Flow Process can be accessed by visiting the following website: http://www.kennedyheights.org/BumpingTheBridge.pdf

Item 29 (d), The Parties shall research best practices on successful and unsuccessful methods of problem-solving used by other professionals (e.g. conflict resolution, organizational development, epidemiology, military, civil engineering and business).

Monitor's Previous Assessment

As we noted in 29(b), the Parties established a CPOP "best practices" library and included research publications and guides on the CPOP website and at City libraries. We have found the Parties in compliance with the public dissemination requirements of 29(b) and 29(c). However, because problem solving is to be adopted as the "principal strategy for addressing crime and disorder problems," dissemination of problem solving "throughout the CPD" to CPD members requires more than the inclusion of problem solving research on the CPOP website. We have determined that the City is not yet in compliance with the requirements of 29(c) for training and dissemination to CPD members. This applies for 29(d) as well.

The sharing of gun violence reduction strategies is an excellent start, but more is required under 29(d) for compliance. The following developments would demonstrate compliance with 29(d): research is used in problem solving projects (see 29b); projects apply situational crime prevention if appropriate; projects that are on POP Guide topics show awareness of the guide and its elements; research is used in crime reduction and traffic problem reduction efforts; best practice knowledge is used as a skills measure in the performance evaluations. The Parties are in partial compliance with this provision.

Status Update

The CPPC has been invited by the CPD to participate with other Collaborative Agreement Partners in a "Violence Reduction CPOP Initiative." Certain meeting participants have made preliminary contact with key community representatives to begin discussion of a potential role for citizens and the community in such an initiative. The Partnering Center has provided the CPD with several publications regarding violence reduction as a potential resource for this or other violence reduction initiatives. (See 29(b) update in this and the previous report for a list of resource documents.)

In regards to the Monitors comment on problem solving research, CPD believes that the new CPOP Case Management System will assist officers in documenting the research conducted as part of the problem-solving process.

Item 29(e). The Parties, consistent with the Community Partnering Program, shall conduct CPOP training for community groups, jointly promote CPOP and implement CPOP training.

Monitor's Previous Assessment

The Parties are in compliance with this section of the CA.

Status Update

The CPD in conjunction with the Partnering Center staff has continued to organize, train and support community stakeholders during the reporting period. There has been heavy emphasis on trainings developed around specific crime and disorder issues as well as specialized problem solving skill-building trainings. This effort adds to the Monitor's past comments, "tremendous added value" and providing neighborhood groups and individuals with "the kind of in-depth information they need to address an acute community problem."

To accomplish this, the CPPC and CPD staff has continued to grow, both in size and expertise, with all staff members continuing to "hone their skills" in order to provide the needed and highest quality problem solving training and support to citizen stakeholders who access our organization.

One of the Partnering Center's veteran Community Outreach Workers, Amy Krings, was promoted to the position of Senior Community Outreach Worker /Trainer as of July 1, 2005. As the new staff trainer, Ms. Krings has begun to develop specialized curriculum to assist communities in addressing specific crime and disorder problems and to provide training and mentoring to other CPPC Outreach Workers.

The Partnering Center's contract consultant, Cassandra Robinson, remains on the CPPC staff, supporting other staff members with CPOP efforts, and assisting the Friends of the Collaborative Committee. Ms. Robinson has led the effort to enlist the 13 current and "formal" Friends of the Collaborative to support the work of the CA, CPOP and the Partnering Center. CPOP Teams also regularly work with additional Friends groups who have not yet completed a Work Plan and been approved by the Partnering Center Board.

The following list provides a snapshot of the trainings presented by Partnering Center and CPD staff during this reporting period:

- TRAININGS: 18

- DEVELOPING CPOP TEAMS :   15

- ACTIVE CPOP TEAMS: 22

Four of the trainings presented during this reporting period were basic SARA trainings in the communities of:

- Corryville
- Hartwell
- Bond Hill
- Walnut Hills

Neighborhoods scheduled for training during the remainder of 2005 have been prioritized based on community request for training and/or a need for additional problem specific information and resources from the CPPC. Certain communities originally slated to receive training during the third quarter have been delayed for a variety of reasons, including a lack of community coordination and readiness for the training, problem-specific training requested by the community not yet developed, and scheduling challenges between the CPD and the CPPC staff for jointly facilitated trainings. As we work to overcome these challenges, communities scheduled to receive training during the remainder of 2005 are:

- CUF
- Millvale
- Westwood
- Over-the-Rhine
- Downtown / Central Business District
- North Fairmount
- South Fairmount
- English Woods

Additional problem and issue-specific trainings during this reporting period included:

- Terry Cosgrove from the City Law Department co-presented three Court Watch trainings with coordination by the Partnering Center. These trainings were well-attended by citizens from several neighborhoods. They provided step-by-step information about how to track a case through the court system, and when and how citizens can provide input during the court process. Future training is scheduled for September 1, 2005. Mr. Cosgrove's expertise has been a tremendous asset to our community trainings. The Court Watch initiative is greatly appreciated by the citizens who have participated in it.

- *"Landlords & Crime Prevention" Training:* Police Specialist Kelly Raker presented information to interested landlords about

how they can protect their investments by preventing or removing drug sales and drug use on their property. This training was conducted on three occasions during this reporting period.

- On June 23, 2005 the Cincinnati-Hamilton County Community Action Agency hosted a collegial gathering of social services professionals for an educational session on CPOP. The event was presented by the Friends of the Collaborative and organized by the Friends committee of the CPPC Board. The objectives were to:

  o Provide leaders and professionals within the social services community with authoritative, up-to-date information on the goals, achievements and challenges ahead for the CA.
  o Provide training on the SARA problem-solving model used in CPOP with emphasis on the role social services organizations can fill in providing solutions to problems of crime and disorder.
  o Obtain commitments of support as Friends of the Collaborative.

The Friends Committee of the Partnering Center's Board of Directors will continue to offer these issue-specific trainings to citizens throughout the remainder of 2005. Outreach continues in additional neighborhoods to engage new citizens in CPOP efforts and schedule additional SARA and other problem-solving trainings.

The CPPC's Neighborhood Monthly Summaries for May, June, and August 2005 can be found through a link on the CPOP website.

Item 29(f). The Parties shall coordinate efforts through the Community Partnership Program to establish an ongoing community dialogue and interaction including youth, property owners, businesses, tenants, community and faith-based organizations, motorists, low-income residents and other City residents on the purposes and practices of CPOP.

Monitor's Previous Assessment

The Parties are in partial compliance with this section of the CA. Full compliance with this provision would entail a plan for structured dialogue, joint promotion of events and a review of the feedback from those events. It would also demonstrate compliance if the Parties scheduled follow-up

meetings, and reported on the outcomes of the discussions and meetings, descriptions of areas of agreement and disagreement in the dialogue, and next steps.

Status Update

On May 25, 2005, the Parties convened a public discussion regarding the use of Tasers by the CPD. The Plaintiffs organized this event. This event included a panel of experts. The panel included Lt. Col. Richard Janke of the CPD, Wendell France of the CCA, Dr. Jeff Askew of University Hospital, a Taser International Executive, and Scott Greenwood of the ACLU. George Ellis was the moderator. The program began with a presentation of several hypothetical scenarios about which the panel members were questioned. Questions were directed to the panel members according to each panel member's specific expertise. After this exercise, the audience was invited to ask questions of the panel members. This led to a very spirited discussion that lasted in excess of two and a half hours. Approximately 50 community members attended this event that was held in Avondale, one of the communities with historically poor community/police relations. The Parties look forward to more events of this type.

Item 29(g). The Parties shall establish an annual award recognizing CPOP efforts of citizens, police, and other public officials.

Monitor's Previous Assessment

Because an awards program has not yet been accomplished, the Parties are not yet in compliance with this section of the CA. However, as we noted in prior Reports, the rolling out of joint CPOP training took precedence over the awards process, so the Parties and communities will have the skills to address problems. With approximately 19 active CPOP neighborhood teams, an awards ceremony recognizing the committed efforts of those engaged in problem solving will be a timely addition.

The Parties have taken significant steps in moving the program forward and the Monitor anticipates that an awards ceremony will take place in the fall.

Status Update

The Community Police Partnering Center has added an additional $5000 ($10,000 in total) from its 2005 budget to finance the award program. The Partnering Center Board approved this additional contribution in July. Furthermore, Board Member Don Hardin, Fraternal Order of Police attorney,

committed $1000 from his law firm to pay for the awards. Herb Brown, Partnering Center Board President, also committed to a $500 personal contribution.

Award submission information was disseminated electronically during the week of July 25, 2005. Hard copies of submission packets were distributed the week of August 8, 2005, including dissemination to the Cincinnati Police Department and George Ellis, attorney representative for the Plaintiffs. Also, Partnering Center Outreach Workers have been disseminating awards packets at CPOP team and community meetings, and will provide assistance as needed to citizens needing help with the application process. The Awards Committee will be meeting on a regular basis to coordinate an awards ceremony to be held at the Cintas Center, Xavier University on October 27, 2005.

See Appendix Item # 5.

Item 29(h). The City, in consultation with the Parties, shall develop and implement a system for consistently informing the public about police policies and procedures. In addition, the City will conduct a communications audit and develop and implement a plan for improved internal and external communications.

Monitor's Previous Assessment

Concerning the first part of this CA section, accessibility to policies and procedures, they remain available to the public on the CPD's website, http://www.cincinnati-oh.gov/cpd. The City is in compliance with this part of paragraph 29(h). There is also a link in the City's CPOP website (http://cagisperm.hamilton-co.org/cpop/) to CPD's procedure manual. The link gives access to community members who are engaged with the police through CPOP involvement.

Concerning the second part of this CA section, the City conducted a communications audit, but the plan for improved internal and external communications is still being developed. The City is in partial compliance with this component of paragraph 29(h). The Monitor hopes to review the communications plan in the next quarter, and meet with the community relations coordinator, if that person is brought on board.

Status Update

The communications plan for improved internal and external communications is comprised of a scope of services to be implemented primarily through the Community Relations Coordinator. The position for the CRC has been

posted again and we are awaiting applications. Pending the addition of the CRC, several components of the plan are already underway with the help of members from Hollister, Trubow, & Associates (H T & A):

- In July 2005, the CPD, in conjunction with H T & A, implemented a new design for the weekly Staff Notes.
- In August 2005, the first edition of *The Blue Wave* newsletter arrived in the homes of officers, civilians, retirees, and their families.
- In addition, HT & A has been responsible for developing "good news" and informational news stories for the local and neighborhood newspapers, including the Cincinnati Herald.

See Appendix Item # 6 to view *The Blue Wave*.

Item 29(i). The CPD will create and staff a Community Relations Unit.

Monitor's Previous Assessment

The City is in compliance with this CA requirement.

Status Update

The Police Relations Unit is staffed and fully operational.

Item 29(j). The Parties shall describe the current status of problem-solving throughout the CPD via an annual report. Each party shall provide details on what it has done in relating to its role in CPOP.

Monitor's Previous Assessment

The Monitor anticipates an annual report in September 2005. The Parties should document problem solving efforts that reflect CPOP training and best practices, specific problem definition, and in-depth analysis, an exploration and range of solutions, and assessment. The Parties should also describe continuous learning by CPD around problem solving and best practices, and identify problem solving training needs within the CPD and the community.

Status Update

The annual report for 2005 will cover the reporting period of August 2004 through August 2005. The report is expected to be available mid-September.

Item 29(k). The CPD Commanders shall prepare quarterly reports that detail problem-solving activities within the Districts. Reports shall identify specific problems and steps taken by the City and community toward their resolution. Reports shall identify obstacles faced and recommendations for the future. Reports should be available to the public through the Community Relations Unit.

Monitor's Previous Assessment

Compliance with this CA provision will be demonstrated more clearly when all of the District and Unit Commanders prepare quarterly reports, and the reports reflect: an increasing use and proficiency in problem solving in the unit; a greater reliance on analysis and less reliance on unevaluated efforts; a wide range of tactics – civil, situational crime prevention, zoning, environmental, etc.; and the reports describe the Unit Commanders' actions and plans to involve the entire command in problem-solving and CPOP activities, rather than just the COP officers.

The CPD is in partial compliance with this section of the CA.

Status Update

CPOP cases can be reviewed at the CPOP website, http://192.168.100.200/cpop/review/caseinfo.aspx. Also, the following is a list of those units who submitted quarterly problem solving reports.

See Appendix Item # 7.

- ➢ District Commanders
  - o District 1
    - ▪ Downtown Services Unit (DSU)
  - o District 3
  - o District 4
  - o District 5

- ➢ Central Vice Control Section (Streetcorner Unit and Vice Unit)
  - o Community Response Team (CRT)
    - ☞ CRTs continue to be an effective law enforcement tool utilized by a large pool of officers equipped with information and intelligence specific to targeted neighborhoods. Based on information generated from community meetings, citizen complaints, and crime analysis of neighborhood needs and requests for extra

enforcement, Command Staff Members determine that a CRT is the appropriate response

- The CPD conducted ten Community Response Team efforts since the beginning of 2005 (January 25-26, February 17-18, March 23-24, April 25-26, May 24-25, June 2-3, June 13-14, June 23-24, July 19-23, and August 2 -3.
  - o Drug Court Program
  - o Drug House Abatement Program
  - o Operation Buyer Beware
  - o Drug Detection Canines
  - o 25 Cities Initiative
  - o Off the Streets Program
  - o Prostitution Stings
  - o Prostitute Database
  - o Liquor Permit Premise Enforcement
  - o Underage Liquor Enforcement
  - o Gambling Enforcement

- ➤ Criminal Investigations Section (CIS)
  - o Expanding Partnerships with Federal Law Enforcement Agencies
  - o Coordinated Interagency Response to Violent Crime
  - o Cold Case Investigation
  - o Witness Protection Program
  - o Witness Support Team
  - o Homicide Unit – Efficient, Thorough, and Effective Death Investigations
  - o Criminalistics Unit
  - o Forensic Video Analysis
  - o American Society of Crime Laboratories Accreditation
  - o Enhanced Information Sharing
  - o Personal Crimes Unit Training
  - o Web Wise Kids
  - o Personal Crimes Unit Victim's Advocate Position
  - o Rapid Indictment Program

- ➤ Traffic
  - o Crash Analysis

In addition to the problem solving case reports contained on the CPOP Case Management System web site and the Commander Problem Solving Reports (Appendix Item #7), we have highlighted two problem-solving projects for this quarterly report.

➢ Communications Section
  o <u>Latino Beeper Project</u>
    On September 29, 2003, Ms. Pam Dixon of HOME (Housing Opportunities Made Equal) approached Lt. Colonel Cindy Combs with a proposal to use Spanish-speaking volunteers.

    Ms. Dixon presented to the CPD a problem between the increasing Latino population in the City of Cincinnati and Cincinnati police officers. Specifically, that Latinos were increasingly becoming victims of crime and not reporting the incidents. No statistics were available, but Ms. Dixon provided anecdotal evidence of such situations. She also explained that Latinos did not call for police assistance because of their experience with police figures in their native countries and due to the language barrier. Latino victims who do not report crimes receive no aid from available agencies, the crime goes unreported, the criminal remains at large to re-offend, and the Department cannot gather accurate data regarding Latino crime victims. She suggested the CPD work with her group of volunteers to alleviate the issue.

    A committee was formed including representatives of the Police Administration, Police Communications Section (PCS), Patrol Bureau, Su Casa, HOME, Talbert House, and the City Solicitor's Office. The goal of the group was to increase dialogue between police and the Hispanic community and to foster relations between the two parties.

    Together they developed a process by which field officers identify the need for a Latino interpreter and notify PCS. PCS pages the volunteer on duty with a phone number at the scene for the field officer. A copy of the Communications Section procedure for use of the Latino Beeper program is in Appendix Item # 7.

    Training was provided to a group of approximately 35 Latino-speaking volunteers. Sessions included topics of report writing, taking descriptions, avoiding assumptions, testifying in court, and the use of City-issued pagers. A short video intended for roll-call training sessions for field officers was also developed.

    Simultaneously, Talbert House developed and printed a leaflet (in English and Spanish) for distribution to the Latino community. It describes how the Latino Beeper program works and encourages the community to ask for police help if they are

victimized. These have been given out at Latino festivals and by officers in the neighborhoods, which are primarily Latino.

Between November 2003 and June 2005, the team did at least seventeen successful translations. Volunteers translated for four victims of domestic violence, two victims of burglary, at two auto accidents, for a man who was kidnapped and robbed at knifepoint, and for two families held at gunpoint in a home invasion. They also translated for witnesses to two other crimes.

The Latino Beeper Project has been assessed as moderately successful. This is based not only on the number of crime victims who have been helped, but also in the interest it has generated on the part of the volunteers. The outreach efforts to Hispanics in the area now understand they can call police when needed.

> Youth Services Unit
  o This summer, officers from the Youth Services Unit participated in the "Get Your Game On!" Day Camp from June 13 through June 17, 2005. The CPD partners with the Girl Scout-Great Rivers Council. The camp helps foster positive relationships between the CPD and the participants while introducing them to scouting and other character building activities. Children's Hospital and the Cincinnati Police Activities League (CPAL) donated equipment to the event.
  o The CPD's Youth Services Unit also partnered with the Dan Beard Council of the Boy Scouts of America to host this year's Hopkins Zoo Camp from June 20 through June 24, 2005.
  o Critical Incident Response Plans for all City Schools
  o Cincinnati Police Activities League (CPAL)
  o Youth Outreach

Item 29(l). The Parties shall review existing Police Academy courses and recommend new ones in order to effectively and accurately inform police recruits, officers, and supervisors about the urban environment in which they work.

Monitor's Previous Assessment

Although the Plaintiffs were unable to attend training in this quarter, we encourage them to attend CPD training in the next quarter.

For compliance with this CA provision, we look for the Parties to consult on the curriculum, the Partnering Center to participate in CPD training, and the CPD's consideration and response to the FOP's, Plaintiff's and Partnering Center's recommendations for revisions to training.

The Parties are in partial compliance with this section of the CA.

Status Update

The Parties have nothing to report.

Item 29(m). The Parties, in conjunction with the Monitor, shall develop and implement a problem-tracking system.

Monitor's Previous Assessment

Improvements to the problem tracking system will be a positive advance. We ask that CPD share drafts for an improved tracking system with the Monitor. Because the Parties are in the process of revising and improving the problem tracking system, the Monitor will defer our compliance determination.

Status Update

In addition to the updates discussed under paragraph 29 (a), the CPOP website now contains a link to the CPD's Procedure Manual under "Documents and Programs" as well as the CPOP Team Monthly summaries for May, June, and July 2005. In response to the Monitor's request to share a draft of the revised application, the CPD forwarded a document describing the improvements to the CPOP Database Tracking System via email to Ms. Rana Sampson.

See Appendix Item # 8.

CPD anticipates launching the new application for the website in early October 2005. The following is a list of the capabilities of the new CPOP/SARA application:

- Tracks CPOP cases as well as CPD and CPPC problem-solving activities.
- Simplifies the creation of cases by permitting the user to click on Arcview/GEN 7, an automated computerized mapping tool that is tied into the shared City's and County's geographic information system.
- Queries can be made for other existing problems by searching locations, districts, neighborhoods, and officers
- Queries can also be made for permit and code enforcement issues.

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- Provides a hyperlink to any report prepared by the CPPC concerning a specific problem-solving case in the database.
- Permits other departments and the CPPC to elaborate on their participation in the problem-solving process or to provide further analysis of the problem.
- Permits the creation of "virtual teams" for individual problem cases to facilitate collaboration between departments and CPOP members via quick mail and message boards.
- The program is linked to 911 calls for service to provide officers with real time data.

Training for neighborhood officers and CPPC members on the new application is scheduled for September.

Item 29(n). The City shall periodically review staffing in light of CPOP.

Monitor's Previous Assessment

We believe that the hiring of additional crime analysts is an important step in moving towards a more information-driven department. The crime analyst profession is quickly coming into its own, and departments no longer have to confine their selection pool for choosing an analyst to those already within a department. In many departments, crime analysts come equipped with university-level and sometimes graduate coursework as preparation. The graduate criminal justice program at the University of Cincinnati may be a place CPD can look to recruit potential crime analysts. Last quarter's CA Status Report contained a report, authored by two University of Cincinnati graduate students, about the impact of street closing on drug dealing on 13th Street in Pendleton. It is an excellent example of the kind of work that can be done by crime analysts in a problem solving department.[2] So too is the work undertaken by the Partnering Center's newly hired crime analyst contained in his assessment of interventions used to turn around an open air drug market in Lower Price Hill.

The City is not yet in compliance with this section of the CA.

Status Update

On June 30, 2005, the Police Chief approved the formation of a Five-Year Strategic Planning Committee, which includes several community members,

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[2] The analysis examined if crime decreased in Pendleton and on the 500 block of 13th Street after a traffic barricade. The graduate students also examined if crime displacement occurred, and if so, how much and to where. The information contained in the report would be worthwhile to share with any CPOP team considering barricades.

to define the police department's strategic organizational direction and its commitment to CPOP over the next five years. This planning committee's goal is to submit a five-year strategic plan to the Police Chief by the end of the year.

On July 18-22, 2005, the Police Department sent nine officers and supervisors to Bowling Green University for 40 hours of crime analyst computer training. An additional 32 hours of "in-house" training for the crime analysts is scheduled for August 15-18, 2005, at the Police Academy.

The new Crime Analysts will be assigned to each of the five districts, Criminal Investigations Section (CIS), and Central Vice Control Section (CVCS -Street Corner Unit and Vice Unit). The crime analyst positions will provide the District and CIS/CVCS Section Commanders with timely and accurate tactical and strategic crime information so that the department's resources can be effectively deployed to hotspots identified with input from the crime analysts and the community. The Police Department ordered fourteen new crime analyst computers to focus its efforts on CPOP by directing our resources to hotspots as identified by the police department, the community, stakeholders, and collaborative partners. The 14 new computers will be distributed as follows; two to replace old equipment for the centralized Crime Analysts, five for the new district crime analysts, five for the district Neighborhood Units, and one each (two) for CIS and CVCS. Based on work performed on this compliance requirement to date, CPD believes a partial compliance determination is appropriate.

See Appendix Item # 9.

Item 29(o). The City shall review and, where necessary, revise police departmental policies and procedures, organizational plans, job descriptions, and performance evaluation standards, consistent with its commitment to CPOP.

Monitor's Previous Assessment

The Parties are currently in discussions regarding the standards to be applied to this provision. The Monitor believes that the Department has not yet embarked upon training all Department personnel in CPOP and in the type of problem solving in which the CA asks them to be engaged. Many in the Department may not be aware of the difference between problem identification and resolution (which are measured in the performance review system) and the type of problem solving required by the Agreement (Scanning, Analyzing, Responding, and Assessing). Also, as we noted in our prior Report, the performance evaluations are not adequate for compliance under this section.

The City is not yet in compliance with this section of the CA.

Status Update
The Five-Year Strategic Planning Committee will review the current organizational plans, job descriptions, and police department standards to recommend changes consistent with CPOP. In response to the Monitor's comments regarding training all department personnel, please see the training references in updates for paragraphs 29 (a) and (c).

On July 13, 2005, the Police Chief approved a performance evaluation process improvement team (PIT) to fundamentally change the current performance evaluation system the police department is using. The performance evaluation PIT team is a diverse group of police department sworn members of various ranks, gender, and race. Additionally, both the Fraternal Order of Police and Sentinel Police Organization have representatives on the team.

The performance evaluation PIT team will have its first meeting on August 18, 2005, at 1030 hours, to discuss the change process. The goal is to fundamentally change the police department's performance evaluation system for implementation in 2006. The current outdated system of numerically scoring eighteen trait categories is purely subjective with no interaction from the evaluated member. Planning Section has received several contemporary performance evaluation systems used by other police departments throughout the country. The performance evaluation PIT team will develop and submit a new performance evaluation system to the Police Chief later this year with plans to implement the new system in 2006.

Item 29(p). The City shall design a system that will permit the retrieval and linkage of certain information including repeat offenders, repeat victims, and/or locations.

Monitor's Previous Assessment

The City is not yet in compliance with this CA provision.

Status Update

Contract negotiations continue with Motorola and workshops were held the first several weeks in August 2005 to review system requirements. Project kick-off is tentatively planned for October.

The CPD disagrees with the Monitor's assessment of non-compliance. Although there is not a single "system" to meet the requirements of 29 (p), the department has made use of information it currently has and utilized crime

analysis to perform the functions intended to be met by the "system". As such, CPOP teams are routinely provided information as it relates to scanning, analysis and assessment.

Additionally, the department has added seven crime analyst positions, one in each district, one in the Criminal Investigations Section, and one in Central Vice Control Section. And although we do not have all information on one "system", the spirit of this requirement is being met with current capabilities.

Item 29(q). The City shall secure appropriate information technology so that police and City personnel can access timely, useful information to detect, analyze and respond to problems and evaluate their effectiveness.

Monitor's Previous Assessment

The City has not met the deadlines in the CA for compliance with this requirement as of yet, but hope to select a vendor by the end of March 2005. The City is not in compliance with this section of the CA.

Status Update

Contract negotiations continue with Motorola. Workshops were held the first several weeks in August to review system requirements with users. Project kick-off is tentatively planned for October.

The CPD is concerned with the Monitor's assessment of non-compliance in this category. The CPD feels that progress has been made towards implementing a system as evidenced by the selection and current negotiations with a vendor. This progress should be at least an acknowledgement of partial compliance.

CPOP teams and city staff are routinely provided with information as it applies to scanning, analysis, and assessment. One example is the information provided by the CPD to numerous communities to substantiate funding under the Safe and Clean grant. Additionally, the CPD collated information determined to be indicators of quality of life from various city departments and integrated it with similar information from the CPD to develop plans for targeted interventions and enhanced CODE enforcement areas.

The addition of seven new crime analysts should assist in making the information analysis and dissemination timelier. We therefore feel that although we do not have all information currently residing in one system, the spirit of this requirement is being met with current capabilities.

III. MUTUAL ACCOUNTABILITY EVALUATION

Evaluation Protocol

Items 30-46, Evaluation Protocol

Monitor's Previous Assessment

While the components of the Evaluation Protocol are still being implemented by RAND and the Parties, a significant amount of work has been accomplished. The Monitor will work closely with the Parties and RAND to begin the process of evaluating whether the goals of the CA are being achieved.

The Parties are in compliance with the CA provisions requiring the development of a system of evaluation, and a protocol for accomplishing this evaluation. Because the components of the Evaluation Protocol have not yet been implemented, the Parties are not yet in compliance with implementation or with the requirement of public reporting of the results of the Evaluation Protocol. However, we are hopeful that RAND's work on the evaluation project will proceed apace and that implementation will be accomplished.

Status Update

Information continues to be supplied as requested by RAND. A quarterly update meeting is scheduled for August 24, 2005. Although there has not been any release of findings, the Parties believe that a partial compliance determination is appropriate as all obligations are being met and work is in progress as scheduled.

See Appendix Item # 10 to review the results of the Citizen Feedback Program and Letters of Recommendation for the CPD.

IV. DEPARTMENT OF JUSTICE MEMORANDUM OF AGREEMENT

Collaborative Items 47-49

Pointing Firearms Complaints

Monitor's Previous Assessment

The investigations of complaints of improper pointing of firearms from March 2000 to November 2002 were forwarded to the Conciliator, Judge Michael Merz, in July 2003. The Parties also submitted supplementary materials to Judge Merz for his review in making his decision under Paragraph 48. On November 14, 2003 Judge Merz issued his decision. Judge Merz determined that there has not been a pattern of improper pointing of firearms by CPD officers. Therefore, CPD officers will not be required to complete a report when they point their weapon at a person. The Parties are in compliance with the provisions of Paragraph 48.

Status Update

The Parties have nothing to report in this area.

V.   FAIR, EQUITABLE AND COURTEOUS TREATMENT

Collaborative Items 50-54. The CA requires the Parties to collaborate in ensuring fair, equitable and courteous treatment for all, and the implementation of bias-free policing. Data collection and analysis are pivotal to tracking compliance, and training is essential to inculcate bias-free policing throughout the ranks of the CPD. The Monitor, in consultation with the Parties, is required to include detailed information regarding bias-free policing in all public reports. The collection and analysis of data to allow reporting on bias-free policing is to be part of an Evaluation Protocol developed with the advice of expert consultants.

A. Data Collection and Analysis

Monitor's Previous Assessment

a.   Traffic Stop Data Collection

The CPD is collecting traffic stop data on Contact Cards, which are now being sent to RAND for analysis. RAND is checking quality and consistency of the data fields, and will be preparing its analysis of the data in the next quarter. Because the traffic stop analysis will now be undertaken, the Monitor has determined that the Parties are in compliance with this CA requirement. For continued compliance, the CPD's Records Section will need to continue to input the Contact Cards into its database and provide the data to RAND.

b.   Data Collection

RAND has requested statistical compilations produced by the City for this data. The Parties are not yet fully in compliance with this requirement.

c.   Use of Force Racial Data

RAND has requested statistical compilations produced by the City for this data. The Parties are not yet fully in compliance with this requirement.

Status Update

Contact Cards continue to be completed for all traffic stops by officers with data entry being performed by the Police Records Section. RAND has been provided various with data sets including, but not limited to contact cards,

arrest information, personnel data, victim information and city demographics. All RAND requests for data have been completed in a timely manner.

B. Training and Dissemination of Information

Monitor's Previous Assessment

As we noted in our two Reports, the Monitor has not seen evidence that the Parties are cooperating in ongoing bias-free policing training. Therefore, we cannot find compliance at this time.

Status Update

The Parties have nothing to report in this area.

VI. CITIZEN COMPLAINT AUTHORITY

Collaborative Items 55-89

Monitor's Previous Assessment

The CCA and the CPD have not yet developed written procedures for the timely exchange of information and the efficient coordination of CCA and CPD investigations. Therefore, the City is not yet in compliance with paragraph 74. Also, without these procedures in place, it appears that the City is not in compliance with paragraph 71, requiring that the CPD not interfere with the ability of the CCA to monitor the work of the CPD at the scene, and monitor CPD interviews.

On paragraph 80, the CCA currently does not have access to a shared database, and the City is not in compliance with this provision.

Another area of concern is whether the City is taking appropriate action on CCA findings where the City Manager agrees with those findings. As we noted in Chapter 2, Section IV.D, the City has not provided documentation of the actions taken by the CPD where the City Manager agrees with the CCA findings that are different from the findings of the CPD.

With respect to paragraph 83, the CCA prepared an analysis that was reviewed by the Police Chief and the CCA Board. Paragraph 83 now calls for the CCA and the CPD to jointly "undertake a problem-solving project to determine the reason(s) for the pattern and whether there are opportunities to eliminate or reduce root causes. Where feasible, this project should involve both affected officers and the community."

Status Update

During this reporting period, CPD and CCA have developed and memorialized a written protocol that facilitates the timely and efficient exchange of information to assist in the coordination of investigations being performed by the respective agencies. In regards to paragraph 71, CCA has not experienced any interference with their investigations by CPD. See Appendix 11 for the protocol: *Shared Information Between Cincinnati Police Department and the Citizen Complaint Authority*.

Regarding paragraph 80, the CCA staff has been provided access to CPD's Employee Tracking Solutions system. The database captures officers' personnel information, as well as, officer activity including items such as, all uses of force, all injuries to prisoners, critical firearm discharges and all citizen complaints and their disposition. The software necessary for CCA

access was installed on July 25, 2005 with training being conducted on August 2, 2005. IIS staff has been instructed to assist CCA staff requesting the facilitation of requests for information. To memorialize the protocols surrounding the access to ETS, a memorandum of agreement was developed for the two agencies. The MOA addresses the purpose, goals and objectives; responsibilities; duties; administration and authority to ensure the necessary cooperation to comply with the CA. See Appendix 12 for a copy of the MOA: *Understanding Between the Parties Regarding Use of the Employee Tracking Solution Database.*

In response to the third concern registered by the Monitor, the CPD and the CCA have completed the IIS/CCA Citizen Complaint Case Management System. The system includes the following data sets on each joint case investigation:

- CCA Case Number
- CPD Case Number CPD Date Received
- CPD Date Closed
- Incident Date
- Allegations
- Complainant Name
- Sex and Race
- Officer Name
- Sex and Race
- CPD Disposition
- CCA Disposition
- Date Submitted to City Manager
- City Manager's Disposition
- CPD Action

The case management system report, "marries" each CCA case investigation and finding with the parallel IIS investigation case and findings. When cases have conflicting findings from the CCA or the CPD, these cases will be the focus of the City Manager's attention for resolution.

A copy of the Case Management System for 2005 to date is included in Appendix Item # 13.

Finally, in response to instances when CPD has completed investigations and communicated its disposition to involved officers prior to the completion of the CCA process, the Chief of Police has established an IIS SOP to delay any disciplinary action resulting from an IIS investigation until both the CPD and CCA have presented their cases to the City Manager. Included in the SOP is a process to document implementation of the City Manager's directives as a result of her review of CCA and CPD cases.

A copy of the Standard Operating Procedure is included in Appendix Item #14.

APPENDIX

1. PowerPoint – *Cincinnati's Commitment to CPOP*

2. Cincinnati Police Academy Roll Call Training

3. CPOP Lesson Plan, PowerPoint, Supervisor Problem Solving Packet/Workbook

4. CPD/CPPC Combined Training Packet

5. CPOP Award Information

6. *The Blue Wave* Newsletter

7. Problem Solving Reports

8. SARA/CPOP Application for EZ Track

9. Crime Analysis

10. Citizen Feedback Program & Letters of Commendation

11. *Shared Information Between the Cincinnati Police Department and the Citizen Complaint Authority*

12. *MOA: Understanding Between the Parties Regarding Use of the Employee Tracking Solution Database*

13. Case Management System for 2005

14. CPD Internal Investigations Standard Operating Procedure